

4TH ANNUAL INDUSTRY MEETING | NOV. 20, 2018

SUMMARY



NOVA SCOTIA
APPRENTICESHIP
AGENCY

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NOVA SCOTIA APPRENTICESHIP AGENCY

Our Vision

An industry-led apprenticeship system that builds and maintains a highly skilled and diverse workforce, contributing to the economic success of Nova Scotia.

Our Mission

As advocates and stewards, the Agency, industry, and its partners will build a leading-edge apprenticeship system, creating more jobs for apprenticeship, giving broader access to training and certification, and exceeding nationally recognized performance.

Our Values

As we carry out the goals of the apprenticeship and trades qualifications system, we will build on what is working and reach for new levels of success. We will do this in keeping with the following principles:

- Partnership-Based: we will put the employer/apprentice relationship at the heart of the trades training system. The employer is the primary trainer and beneficiary; therefore, the system must be industry led and industry driven.
- Regionally and Nationally Aligned: we will leverage Atlantic and national synergies and efficiencies, maintaining high standards while optimizing program delivery.
- Innovative and Strategic: we will make system and trade-level decisions with industry, being open to multiple solutions and recognizing that one size will never fit all.
- Diverse and Inclusive: focusing on labour market alignment, we will embrace the need for diversity and encourage entry into a much wider range of trades.
- Flexible and Accessible: we will identify and provide system supports and training that will ensure success, including bridging programs and essential skills programming.
- Results-Focused and Accountable: we will be accountable and transparent to all stakeholders for decisions, resource allocations, and performance, and we will establish standards and accountabilities for all participants — apprentices, employers, joint registration agreement participants, training providers, and service providers.

INTRODUCTION

The Nova Scotia Apprenticeship Agency hosted the 4th Annual Industry Meeting on November 20th, 2018 at the Westin Nova Scotian in Halifax.

To support the Nova Scotia Apprenticeship Agency's (NSAA) Vision and Mission, and in keeping with our values, the NSAA Board facilitates an Industry Meeting each year, as per the Agency's Operating Charter Section 5.1(1)(b).

Nova Scotia Apprenticeship Agency Board Charter

5.1 Powers and Duties of the Board

(1) The Board has the following powers and duties, in addition to any powers and duties set out in the Act or prescribed in the General Regulations: **Communicating with, and Enhancing the Participation of Apprenticeship and Trades Qualifications System Stakeholders**

(a) the duty to consult with industry members in each of the trade sectors concerning matters within the scope of the Agency's mandate and objects;

(b) the duty to conduct an annual meeting with industry stakeholders for purposes of soliciting information and input for Agency planning and accountability;

The annual Industry meeting is an important point of contact for the NSAA to connect with industry on the apprenticeship and trades qualification system.

This year's meeting objectives were to:

- Recognize exceptional contributions.
- Provide an update on the Agency's progress against the Strategic Plan.
- Spark discussion on increasing youth participation in the skilled trades.
- Share information on successes within the apprenticeship system.

WELCOME



CEREMONIAL OPENING

The 2018 NSAA Annual Industry Meeting was opened by Jude Gerrard, NSAA Chief Diversity Officer, acknowledging that the meeting was being held in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People and that this territory is covered by the 'Treaties of Peace and Friendship', first signed in 1725. November 20th was also recognized as the Transgender Day of Remembrance.

NSAA BOARD CHAIR

Carol MacCulloch, NSAA Board Chair, welcomed everyone and thanked industry and stakeholders for investing in the apprenticeship system and helping the Agency to achieve their mandate and create an industry-led, industry-driven apprenticeship system.



NSAA Board Members on the [NSAA website](#).



HUGH MACKAY, MLA CHESTER-ST. MARGARET'S

Mr. MacKay brought greetings on behalf of the Minister of Labour and Advanced Education, Labi Kousoulis. He welcomed all participants thanking them for creating employment opportunities and for providing apprentices with necessary workplace training.

DUFF MONTGOMERIE, DEPUTY MINISTER LABOUR AND ADVANCED EDUCATION

Bringing greetings to everyone, the Deputy Minister spoke briefly about an essential part of the apprenticeship system which is engaging employers and industry in the system. Collaboration between industry, the Apprenticeship Agency, government and training partners is helping to shape Nova Scotia's skilled workforce and strengthen our economy.



AWARDS

APPRENTICESHIP AWARDS OF EXCELLENCE

The Apprenticeship Award of Excellence recognizes exceptional individuals who have demonstrated ingenuity, engagement and leadership in advancing apprenticeship training and the trades qualifications system. This award is presented annually for outstanding achievement in advancing the apprenticeship training system and the strategic goals of the Agency:

- Changing the culture to be inclusive, connected and industry-led
- Increasing the success of apprentices and employers in the system
- Strengthening system delivery
- Making trade certification an economic driver



This year's five recipients of the Apprenticeship Award of Excellence on [NSAA website](#).

TIM JONES holds a Certificate of Qualification as a Construction Electrician and is the founder and co-owner of TJ Electric in Bedford. He has invested heavily in the future of the trade through apprenticeship training and his engagement with the Nova Scotia Apprenticeship Agency; 24 of Tim Jones' apprentices have received their Certificate of Qualifications. Tim works tirelessly and always makes time to coach and mentor young talent.



Marjorie Davison; Carol MacCulloch; Tim Jones; Hugh MacKay, MLA Chester-St. Margaret's; Duff Montgomerie, Deputy Minister LAE



Marjorie Davison; Carol MacCulloch; Angela Graham; Hugh MacKay, MLA Chester-St. Margaret's; Duff Montgomerie, Deputy Minister LAE

ANGELA GRAHAM is the sole female faculty member in metal fabrication at NSCC and brings a unique perspective to the college, industry and apprenticeship. She holds a Certificate of Qualification bearing the Red Seal in the Welder trade. Angela is a passionate role model, advocate and mentor for women in her work both as a NSCC Metal Fabrication Instructor at the NSCC Akerley Campus in Dartmouth and as a co-owner of Ryzer Fabrication.

DAVE ROSSITER is the Service Operations Manager at Nova Truck Centres in Truro and he holds a Certificate of Qualification bearing the Red Seal as an Automotive Service Technician. Dave is very dedicated to the improvement of apprenticeship training and certification for the motive power sector as he participates in Trade Advisory Committees such as Truck and Transport Mechanic and Heavy-Duty Equipment Technician, the Truck and Transport Mechanic Atlantic Trade Advisory Committee and the Compliance and Enforcement Advisory Group. He is a strong supporter of providing opportunities for youth to enter the trade and work to ensure a good supply of talented technicians for the industry. Dave works to increase diversity in the sector and provides opportunities to get more women in the trade as reflected in the diversity in his shops.



Marjorie Davison; Carol MacCulloch; Dave Rossiter; Hugh MacKay, MLA Chester-St. Margaret's; Duff Montgomerie, Deputy Minister LAE

WILLIAM AND LEQUITA PORTER are the founders of the East Preston Empowerment Academy and have been called the "dynamic duo" because of the love and compassion they have demonstrated. The EPEA is a "labour of love" of the East Preston United Baptist Church to empower and equip members with the necessary skills, tools and confidence to fulfill their lifelong dreams. The program began in 2014 and now has a vibrant student population, dedicated Instructors, staff and committed Board of Directors. EPEA embraces life-long learning.



Marjorie Davison; Carol MacCulloch; William Porter; Dr. Reverend Lequita Porter; Hugh MacKay, MLA Chester-St. Margaret's; Duff Montgomerie, Deputy Minister LAE

With the success of the Trades Apprenticeship Program, skilled workers from several African Nova Scotian communities are now taking part in the program offered by EPEA.

EMPLOYER MILESTONE AWARDS

A NEW ADDITION TO THE Annual Industry Meeting is the Employer Milestone Awards. These awards are presented in recognition of employers who have supported apprentices to complete their apprenticeship program and achieve their trade Certificate of Qualification.

Platinum Award winners were invited to the stage to receive their awards:

- Irving Shipbuilding – Carpenter – 201 completed apprentices
- Department of National Defence – FMF Cape Scott – Construction Electrician – 128 completed apprentices
- Twin City Electric – Construction Electrician – 59 completed apprentices
- Emera Utility Services – Construction Electrician – 38 completed apprentices
- Toromont Cat – Heavy Duty Equipment Technician – 34 completed apprentices
- A.F. Theriault & Son – Automotive Service Technician – 31 completed apprentices
- Newman Electric Ltd. – Construction Electrician – 27 completed apprentices
- XL Electric Limited – Construction Electrician – 25 completed apprentices
- Steele Chevrolet Buick GMC Cadillac (Collision Ctr) – Automotive Service Technician – 24 completed apprentices
- TJ Electric – Construction Electrician – 24 completed apprentices
- Dartmouth Central Plumbing & Heating – Plumber – 23 completed apprentices
- Municipal Group of Companies Ltd. (Dexter Construction) – Construction Electrician 23 completed apprentices
- Graves Electrical Ltd. – Construction Electrician – 21 completed apprentices



Employer Milestone Winners on [NSAA website](#).


CEO EMPLOYER CHAMPION AWARDS 2018

The following Champion Employers were visited by the CEO in 2018 and presented with certificates recognizing their notable participation in the Apprenticeship System, leadership in strategic areas such as commitment to diversity and inclusion, apprentice supports and making certification an economic driver.

APPLE VALLEY FOODS
ARCHIE'S WELDING
BRAMAC PLUMBING AND HEATING
COUNTY COLLISION & RESTORATION
CTS CONTAINERS
D. RISSE'S CONSTRUCTION LTD.
GALPHIN ELECTRIC
HUSSMANN CANADA INC.

MACDOW MECHANICAL
MACKENZIE ATLANTIC TOOL & DIE
NORTHSIDE COMMUNITY GUEST HOME
OLD TRIANGLE IRISH ALEHOUSE
PICTOU LODGE
TUSKET SALES & SERVICE
WILSON'S HOME HEATING

ANNUAL AGENCY UPDATE



Marjorie Davison, CEO, Nova Scotia Apprenticeship Agency provided an update on apprenticeship highlights and shared some stories to illustrate and bring to life a sampling of the work carried out by the Agency and the impact on the lives on Nova Scotians every day. This is one of the stories that was shared and illustrates the success of a new pilot program, made possible through collaboration with the Cosmetology Association of Nova Scotia:

APPRENTICE TRAINING: HAIRSTYLIST PILOT

Tammy Ferguson owns Fergie's Hair Studio in Enfield and is a Master Hairstylist and Instructor. Her daughter Tanya, who works at the salon as an Esthetician, really wanted to follow in her mother's footsteps and be a hairstylist. However, going back to school fulltime was not an option for Tanya as she is very busy with her three children.

Tammy investigated various options for her daughter, including being the one to train her and maybe opening a school for just one student. When it became clear that these avenues were not feasible, both Tammy and Tanya felt sure they would have to abandon their dream of working together as hairstylists.

When they heard about the possibility of a pilot apprenticeship pathway being introduced in the Hairstylist trade, they knew that this was the program for them. They attended every meeting and were among the first to apply.

Tanya is now fully immersed into her two-year apprenticeship program. She is progressing in her skill development and collecting apprenticeship hours, while also taking theory instruction online.

There are currently nine Apprentices in the Hairstylist Apprenticeship Pilot at nine salons from the Annapolis Valley, Chester, HRM and Enfield. The Hairstylist pilot is one example of the work the Agency is doing to expand and improve training pathways and one of the ways the apprenticeship system is growing.



Marjorie's full [presentation](#) is on the NSAA website.

NSAA 2017–2018 HIGHLIGHTS

- NSAA has the highest number of registered apprentices to date (6611).
- The Construction Sector saw a 4% increase and the Industrial Manufacturing 9.4%. The Motive Power Sector increased by 13% and the Service Sector led the increase with an 18.5% increase.
- Diversity and Inclusion remains a priority for the Agency and our efforts are apparent with the increase in underrepresented groups by just over 2% from the previous fiscal year, now

representing 12.6% of registered apprentices. The number of female apprentices increased 18.2% over last year with 414 registered females.

- The success of the Apprenticeship START program and the increase in self-identification has created a clearer picture of the cultural landscape of the apprenticeship system in Nova Scotia. The Agency provided \$2,137,500 in grants to 482 businesses that employed 661 apprentices. Of the 661 apprentices, 9.7% are women and 25% are from a diverse community.
- NSAA has 132 registered youth apprentices.
- There are 2242 active employers in the system representing an increasing trend.
- In the past year 678 apprentices completed their program, which is an increase from the previous two years (592 in 2015–2016; and 648 in 2016–2017)
- Last year, 2418 apprentices accessed technical training, the highest number achieved.

SKILLED TRADES CAREERS: VALUE AND DEMAND

Andre Lebel from Statistics Canada and Adam Cywinski from Prism Economics and Analysis presented on the “value and demand of skilled trades careers”. The work of Prism Economics combined with information from Statistics Canada and other industry sources, provides data that allows us to look into the future in order to plan for required demand and then allocate resources where they are needed.

PRISM ECONOMICS AND ANALYSIS

ADAM CYWINSKI, Partner, Prism Economics and Analysis

Adam Cywinski is a Partner at Prism Economics and Analysis specializing in labour market research, analysis and modelling, and policy and economic analysis. He has extensive knowledge of the construction, oil and gas, manufacturing, and food processing industries and has done extensive research in the area of post-secondary education and trades training and apprenticeship. Adam has been working with the Nova Scotia Apprenticeship Agency to develop a 10-year outlook of the labour market in Nova Scotia.

PRISM prepared a report on trades in Nova Scotia, showing the overall demand for skilled workers.



Prism's full [presentation](#).

DEMAND FOR SKILLED TRADES APPRENTICESHIP AND CERTIFICATION BY 2026

	Trade Program	Anticipated Registrations	Anticipated Completions	Certifications Required
Skill Deepening	Boilermaker	108	85	54
	Gasfitter	149	79	38
	Ironworker (Structural/Ornamental)	75	69	45
	Metal Fabricator (Fitter)	229	144	59
	Powerline Technician	295	185	121
	Refrigeration and Air Conditioning Mechanic	471	275	137
	Roofer *	119	63	20
	Service Station Mechanic	210	193	60
	Sprinkler System Installer	84	57	23
	Steamfitter/Pipefitter	757	512	209
Skill Balance	Trade Program	Anticipated Registrations	Anticipated Completions	Certifications Required
	Automotive Service Technician	1759	710	626
	Construction Electrician	2215	1194	1060
	Oil Heat Systems Technician	134	59	52
	Plumber	1084	554	486
	Sheet Metal Worker	269	152	151
	Truck and Transport Mechanic	777	459	392
	Welder	663	427	461
Skill Weakening	Trade Program	Anticipated Registrations	Anticipated Completions	Certifications Required
	Bricklayer	97	42	116
	Carpenter	1107	333	812
	Cook	456	117	376
	Heavy Duty Equipment Technician	133	75	231
	Industrial Electrician	308	115	360
	Industrial Mechanic (Millwright)	367	198	331
	Insulator (Heat and Frost)	18	18	23
	Ironworker (Reinforcing)	84	32	66
	Machinist	123	55	312
	Mobile Crane Operator	87	22	64
	Motor Vehicle Body Repairer (Metal & Paint)	278	114	249
	Power Engineer/Stationary Engineer - All Classes	201	53	277

ANDRE LEBEL, Program Manager, Registered Apprentice Program, Centre for Education Statistics, Statistics Canada

André is the Chief and Program Manager of the Registered Apprentice Program in the Centre for Education Statistics at Statistics Canada. André leads a team which is responsible for elaborating and implementing surveys and collecting and publishing administrative data on registered apprentices, providing expertise and developing projects surrounding apprenticeship programs.

The Statistics Canada presentation showed that on average, after reaching certification, the income for Nova Scotia apprentices ranges from \$39,100 for Automotive Service Technicians to \$55,990 for Steamfitter-Pipefitters. Five years after certification, all trades other than Carpenters, Cooks and Automotive Service Technicians, make more in the Maritimes than an individual with an undergraduate degree. The full slideshow can be viewed here:



Statistic's Canada's full [presentation](#).

CHAMPION EMPLOYER STORIES

MODERATOR, TIM MANUEL, NSAA Board Member and Vice-President of Fixed Operation, O'Regan's Automotive Group

The Agency has been working to identify employers in the apprenticeship system who champion the value of workplace training, apprenticeship progression, journey person development, safety, diversity, and certification. Each year we ask our Industry Training Consultants to identify employers who demonstrate these criteria. Twice per year, the CEO and senior staff visit the employers to recognize their efforts and learn from them areas for improvement in the system.

Four of our employer champions were invited to form a panel and share their stories. At the end of the session, Tim thanked the panelists for sharing their stories and demonstrating how Apprenticeship is good for business. He concluded that, "They are excellent examples of how to get engaged and stay engaged in Apprenticeship while inspiring others to do the same." Read about their stories below.

EMPLOYER CHAMPION PANEL



Tim Manuel, Vice-President of Fixed Operation, O'Regan's Automotive Group; Dave Rossiter, Service Operations Manager, Nova Truck Centres; Kevin Harris, Executive Chef, Pictou Lodge; Patrick Foote, Maintenance Supervisor, Apple Valley Foods; Barrett Risser and Melissa Risser, Co-owners, Risser Construction

RISSER'S CONSTRUCTION

- Barrett Risser, Carpenter, Red Seal and Co-owner Risser Construction Ltd.
- Melissa Risser, Contractor / Certified Engineering Technician and Co-owner Risser Construction Ltd.

Barrett and his father began Risser Construction Ltd. in 2003 with just the two of them and a truck. The company has grown to have 13 employees and 5 trucks. Risser Construction works in both residential construction and commercial construction areas. Barrett and Melissa officially bought the business in 2017 and work as a team designing and building custom homes, as well as renovating homes and servicing their commercial clients.

With new ownership, the business is going through a stage of re-branding and will become Risser Design Build, moving away from smaller home repair projects and targeting new builds and substantial renovations.

Brad says, " We recruit from NSCC, hire recent diploma graduates ... and register them as apprentices. We need Red Seal Certified Carpenters and other tradespersons. Older workers have a great body of experience and knowledge but if they are not formally trained in certain aspects it can make it challenging in some circumstances. Generally speaking, there is a marked difference in the skill level of a handy man, no matter how experienced, and a carpenter. We have a number of experienced workers as well and try to achieve a good balance of complementary skills on job sites so everyone benefits."

PICTOU LODGE AND BEACH RESORT

- Kevin Harris, Cook, Red Seal, Executive Chef at Pictou Lodge, Pictou, NS

Kevin Harris has been in the food service industry for close to 30 years. Working in British Columbia, Prince Edward Island and Nova Scotia Kevin has been in small restaurants, large hotels, and for the last 18 years, as Executive Chef in several seasonal resorts. Kevin is currently the Executive Chef at Pictou Lodge in Pictou, Nova Scotia.

As a certified Red Seal Cook, Kevin is proud to have successfully guided others through their apprenticeships and plans to continue supporting apprentices in the future.

Kevin describes his involvement with the apprenticeship system, " We have three Red Seal cooks and seven apprentices at various levels of progression. Personally, I am a big supporter and champion of Direct Entry [apprenticeship]. We have better success identifying and grooming our apprentices in our workplace and find great value in providing the practical hands-on training at the outset and sending them [apprentices] for technical training for their theory."

"Since increasing our commitment and investment in apprenticeship training, we have retained 75% of our staff year-over-year, and we were fully staffed last season. This is huge as it benefits our business continuity, service levels, culture, and lowers the overall workplace stress."

NOVA TRUCKS

- Dave Rossiter, Service Operations Manager at Nova Truck Centres in Truro. Dave holds a Certificate of Qualification bearing the Red Seal as an Automotive Technician.

"The business is a personal and professional passion and I have been fortunate to do what I love every day, working for Nova Trucks most of my career. It is not always clear for everyone; today's labour market offers many options and employers can be hesitant to provide experience to new workers."

Dave spoke about his business, saying, "We lost a number of techs when the economy boomed in Western Canada.... We quickly realized the impact on our business and had to recruit from new sources for skilled techs outside of the traditional pools we had used in the past.

We recruit NSCC diploma graduates and register them as Truck and Transport apprentices. We also use Direct Entry, success can depend on the individual, but we do prefer the NSCC diploma graduates."

"Our business and products we sell have evolved significantly. The pressure to deliver quality service on time is constant and growing. We need trained, certified techs, interested in life-long learning, to stay on the leading edge of technology and service our customers and dealer agreements. We can use the training as an attraction mechanism for workers and our retention rate is very good."

APPLE VALLEY FOODS

- Patrick Foote, Millwright, Red Seal, Construction Electrician, Red Seal, Maintenance Supervisor, Apple Valley Foods

Starting in 1986, working in the poultry industry while still in school, Patrick began learning the skills that would one day help him successfully achieve two Red Seal certifications.

Patrick speaks about the current challenges and opportunities at Apple Valley Foods. "Our greatest challenge is the slim and shallow pool of local labour available at a rate that is acceptable in our market. Youth, vigour and energy are considered assets when working through live plant problems...It is great when you can combine the energy of youth and advantage of technology with old school discipline to build skilled tradespeople."

"Apple Valley Foods uses apprentices/apprenticeship training to fill open positions and roles in the company. The [apprenticeship] training provides the understanding and expertise where we need it. We want people to enjoy their work at Apple Valley Foods, [we] provide them with a supportive environment to be productive and help them be good at their jobs."

"We need skilled labour to have a functional plant; apprenticeship training is our pathway to build the supply."

INDUSTRY QUESTIONS FOR THE PANELISTS

1. Where do you see employment going in the next decade? Are you considering immigration? What are other sources for new employees?

- a. One panelist responded that they are considering immigration and, in some cases, have already started working with Immigrant Services Association of Nova Scotia (ISANs).
- b. Another panelist responded that they are watching what happens with other companies and will consider immigration to support employee shortfalls in the future. And that they are also looking at experienced employees within their organization

2. How do we identify new mentors that are well positioned to train apprentices?

- a. A panelist indicated that the TAC has been discussing mentor training for new Red Seal Journeypersons (or almost finished apprentices) and for existing journeypersons who may have missed out on mentor training.

3. In addition to the programs such as, START and apprenticeship incentives, how can NSAA help support you while apprentices are at level training?

- a. One panelist said, training should be during slowdowns in the winter, they would not need a backfill for employees at that time.
- b. Another panelist agreed that training needs to be during down times.

4. What was the impact of the Atlantic Trades Business Seal (ATBS) on your business?

- a. A panelist indicated the training help him understand how to drive his family business forward and that he gained new information/knowledge in sales and marketing that he would not have had otherwise.

5. What is the impact of technical training on your workplace?

- a. One panelist suggested that perhaps day-release training as they do in Ontario may be helpful. Employers would be flexible to look at new approaches.
- b. Another panelist suggested online training; although it was also noted that you lose the benefit of learning with your peers in online training.

SKILLS CANADA NATIONAL COMPETITION, HALIFAX 2019

LISA FRIZZELL, Education Officer with NSAA and Past President, Skills Canada Nova Scotia and currently Secretary, Skills Canada National Board of Directors

CHRIS GALLANT, Promotions Coordinator, Skills Canada NS

With Halifax hosting the 2019 Skills Canada National Competition, an overview of the event was provided, including information about the Essential Skills Forum and WorldSkills Team Canada selection process. People were encouraged to spread the word, get involved and come out to visit the free event at the Halifax Exhibition Centre on May 28–29, 2019. Nova Scotia, Ready When You Are!

SKILLS CANADA NATIONAL COMPETITION ANNOUNCEMENT



Lisa Frizzell, Chris Gallant

RAISING THE BAR: WOMEN AND THE SKILLED TRADES

MODERATOR, DOREEN PARSONS, NSAA Board Member and CEO, Women Unlimited

Increasing the participation of women in the skilled trades and apprenticeship was the focus of this panel discussion. Panelists shared their experiences and insights about how specific initiatives increased opportunities for women to build careers in the trades, and employers to build more respectful workplaces.

At the end of the panel discussion, Christine Hanson, CEO of the NS Human Rights Commission (NSHRC), spoke about how the “Me Too” movement has helped individuals come forward with complaints about inappropriate workplace behavior. In her comments, Ms. Hanson noted the “Me Too” movement has helped individuals become more comfortable speaking out and coming forward with their stories. To assist employers in developing policies to prevent and address sexual harassment in the workplace, the NSHRC has provided access to a user friendly and free online tool called [Safe Spaces Make Great Workplaces](#).



Doreen Parsons’ full [presentation](#).

INDUSTRY QUESTIONS FOR THE PANELISTS

1. When men went to war, women were able to get the work done. Why has it taken this long, and this still appears to be unknown?
 - a. This question was received as a comment and no response was offered.
2. Was there a mentorship training during your training program?
 - a. One of the panelists indicated that there was a mentorship program, during her training, however, her experiences with various mentors along the way indicates that despite training there are some good mentors and some not so good.

WOMEN AND THE SKILLED TRADES PANEL



Doreen Parsons - CEO, Women Unlimited; Chip Dickson, NS Boatbuilders Association; Carol Dayment – NS Power; Andrea McQuillin – NS Power; Angela Graham - NSCC; Darrah James – Rock Solid Composites; Christine Hanson – CEO, NS Human Rights Commission

RECOGNITION OF STUDENTS

NSAA Board Member, Chef Luis Clavel, with cooperation from The Westin Nova Scotian, arranged for two students to prepare the dessert option for the day. Chef Clavel, presented Certificates of Appreciation to the students Cheyenne Potter and Stephanie Harnet.



Chef Luis Clavel, Cheyenne Potter

BREAKOUT SESSIONS

YOUTH ENGAGEMENT, facilitated by Teri Deman, Youth Outreach Coordinator, NSAA

PANEL: Chris Gallant - Promotions Coordinator, Skills Canada Nova Scotia; Trent Soholt – Executive Director, Nova Scotia Construction Sector Council; Arylene Raycraft – Executive Director, Techsploration; Don Hill – Career Exploration and Experiential Learning Division, Education and Early Childhood Development; Alain Lefebvre – Lead, Building Futures for Youth, Construction Association of Nova Scotia.

The Panel framed their remarks around a common theme and questions which were:

“What does my organization do to engage youth to explore careers in Skilled Trades?” and “How can Industry engage with youth through my organization?”

Each panelist discussed how their organization currently engages with youth and highlighted some successes. Panelists also gave the audience some ideas of ways to engage with youth in their organizations. A short Question & Answer period following the panel presentations.

APPRENTICESHIP MANAGEMENT SYSTEM, facilitated by Mandy Grace, Change Manager, NSAA

At the 2018 Annual Industry meeting Mandy Grace provided a brief update on the development of the Apprenticeship Management System (AMS), highlighting the anticipated benefits for apprentices and employers. This was followed by a live system demonstration including a first look at the self-serve features of AMS, which are still in the early stages of development.

EVALUATIONS

The Annual Industry Meeting held November 20, 2018, at The Westin Nova Scotia hotel, had 161 individuals in attendance. There were 220 total registrations, including staff and Board Members, with approximately 150 of registrants from industry. Preliminary attendance figures indicate higher than usual employer participation, perhaps due to the first-ever milestone awards.

Based on the evaluation forms returned, attendees reported an overall successful day. The results of the specific prompts given were:

- Meeting objectives were achieved – 93% agreed or strongly agreed.
- Obtained a better understanding of skilled trades, value and demand – 94% agreed or strongly agreed.
- Ample opportunity to voice new ideas and to hear from others was provided – 78% agreed or strongly agreed.

- Discussion topics were relevant – 98% agreed or strongly agreed.
- Provided a useful opportunity to network with industry peers and colleagues – 95% agreed or strongly agreed.
- Most useful session: Respondents were asked to choose one they found most useful, although some of the 42 respondents selected more than one session they found useful.
 - Women and Skilled Trades: Raising the Bar – 23
 - Skilled Trades Careers: Value and Demand – 17
 - Stories from Champion Employers – 12

